

CHAPTER 7

SUBJECT OFFICER BACKGROUND

GENDER OF SUBJECT OFFICER

The gender of San José police officers named as subject officers in citizen complaints during the period beginning January 1, 2001 through December 31, 2001 is reflected in Illustration A. Twenty-four percent, or 334, out of a total of 1379 officers in the SJPD received citizen complaints.

Nine percent of the total San José police officer staff are female and 91% are male.

There are 1038 officers assigned to the Bureau of Field Operations (BFO). There are 952 male officers assigned to the (BFO), which accounts for 92% of all personnel assigned to the BFO. There are 86 female officers assigned to the BFO, which accounts for 8% of all personnel assigned to the BFO.

Illustration A: Complaints by Gender of Subject Officer

Gender	Number of Complaints	%	Number of Officers in the Police Department	%
Male	319	96%	1256	91%
Female	15	4%	123	9%
Total	334	100%	1379	100%

Illustration B: Officers Assigned to Bureau of Field Operations

Gender	BFO Receiving Complaints	%	Officers in BFO	%
Male	105	97%	952	92%
Female	3	3%	86	8%
Total	108	100%	1038	100%

ETHNICITY OF SUBJECT OFFICERS

This section breaks down the ethnicity of San José police officers who received citizen complaints during the period beginning January 1 through December 31, 2001.

European American officers received 55% or 185 citizen complaints. This percentage is

consistent with the number of European American officers that make up the San José Police Department, which is 58%. Hispanic/Latino officers received 107 complaints, which is 32% of all complaints made against officers. Asian American officers received 29 complaints which is 9% of all complaints made against San José police officers. African American officers received

10 complaints or 3% of all complaints initiated against officers. Filipino American officers received two complaints or 1% of the complaints reported against officers. Native American officers received only one complaint which is 0.3% of all complaints reported against San José police officers. A total of 334 San José police officers received citizen complaints which is a decrease of 29% or 98 complaints from the year 2000.

YEARS OF EXPERIENCE OF SUBJECT OFFICER

The number of years of experience for San José police officers is displayed in Illustration C. This information covers the period beginning January 1, 2001, through December 31, 2001. The data is rounded off to the nearest percent. Officers with two to four years of experience account for 14% of the entire police force; however, they accounts for 30% of all complaints. The statistics for 2001 show an increase of complaints reported against officers within this experience range, up

by 30 complaints more than was received in 2000. Officers within this experience range also received the highest number of Unnecessary Force complaints, receiving 39, one more than in the year 2000.

Police officers with 16 or more years of experience account for 475 or 34% of the entire San José police officer staff. Officers within this experience range received 66 complaints in the year 2001. 66 complaints represent 20% of all reported complaints, which is the same percentage as in 2000.

San José police officers with one year or less experience received 23 complaints, which make up

7% of all complaints. This group of officers received the least amount of complaints. However, these officers are under constant close supervision while in the field training segment of their employment and prior to that, approximately one quarter of their first year is spent attending the police academy.

SUBJECT OFFICER WITH ONE OR MORE COMPLAINTS

Illustration D depicts the number of subject officers and the number of complaints filed against them in a five-year period.

In 2000, 84 different San José police officers received multiple

Illustration C: Subject Officer's Years of Experience

Year of Experience	Number of Complaints	%	Number of Officers in the Police Department	%
0-1+	23	7%	119	9%
2-4+	99	30%	189	14%
5-6+	62	19%	197	14%
7-10+	41	12%	196	14%
11-15+	43	13%	23	15%
16+	66	20%	475	34%
Total	334	100%	1379	100%

Illustration D: Subject Officers by Number of Complaints

Time Period	Subject Officers by Number of Complaints						Total Subject Officers	Subject Officers With Two or More Complaints
	1	2	3	4	5	6		
Jan. - Dec. 1997	253	56	14	4	2	1	330	77
Jan. - Dec. 1998	207	51	11	3	1	0	273	66
Jan. - Dec. 1999	220	52	15	4	2	0	293	73
Jan. - Dec. 2000	241	58	19	5	1	1	325	84
Jan. - Dec. 2001	211	40	10	3	0	0	264	53

complaints. This equates to a 15% increase from 1999. There was also a 10% increase in 2000 over 1999 in the number of different San José Police officers receiving one complaint. During 1999 there were 220 different officers receiving one complaint, while there were 241 different officers receiving one complaint in 2000.

There was a 37% decrease in the number of different San José police officers receiving multiple complaints from 2000 to 2001.

There were 84 different San José police officers receiving multiple complaints in 2000, while 53 different officers received multiple complaints in 2001. There were 241 different San José police

officers who received only one complaint during 2000 and 211 different officers that received one complaint during 2001. This reflects a 12% decrease in the number of different San José police officers receiving one complaint from 2000 to the 2001.

There were 84 different officers who received two or more citizen complaints in 2000, which reflects the highest number in the five year time period.

ETHNICITY OF SUBJECT OFFICERS AND COMPLAINANTS

A tabular representation of the number of San José police officers receiving complaints by

ethnicity and the ethnicity of the complainants is provided in Illustration E. This illustration encompasses the time period beginning January 1, 2001 through December 31, 2001. Each complaint represented in this illustration may have more than one complainant. However, only the primary complainant is reflected. It is important to note that unlike complainants, each subject officer involved in a case is tracked. This illustration shows the ethnicity of the primary complainant with the corresponding ethnicity of the subject officer(s). The primary complainant is either the first complainant listed in a case, or the complainant that was directly involved in the incident that resulted in a

complaint. The following is a fictitious scenario used to illustrate an example of how to read this chart. A citizen files a complaint against three subject officers. One officer is African-American, one is Hispanic/Latino, and the other is White/European American. There are two complainants in this case, the primary complainant being Asian American and the co-complainant is Arab American. Because the primary complainant is the only complainant that is counted, a table illustrating this particular scenario would show a (1) in the row tracking Asian-

American complainants. The columns for the subject officers would each indicate a (1) for the African American officer, Hispanic/Latino officer, and White/European American officer. Cases where the subject officer could not be identified, or the complaint is for a policy violation, are not represented in this table. Policy cases are determined to be a violation of a San José Police Department policy and not a complaint against an officer's action or failure to act.

The purpose of Illustration E is to cross reference the ethnicity of

subject officers and complainants and to illustrate that no single ethnic community is filing complaints against a particular group of officers in disproportionate rates. For example, Hispanic/Latino complainants filed 38 complaints against European American officers and 31 complaints against minority officers. European American officers received 55% of all complaints, but they also represent 58% of the SJPd. Complainants of Hispanic/Latino ethnicity filed the most complaints, 34% of all citizen complaints.

Illustration E: Ethnicity of Subject Officers and Complainants

Complainants	Subject Officers Receiving Complaints						% of Complainants	% of San Jose Population
	African American	Asian American	European American	Filipino American	Hispanic / Latino	Native American		
African American	1	4	25	1	14	0	22%	3%
Asian American	0	1	4	0	3	0	4%	27%
European American	2	5	32	1	18	0	28%	36%
Filipino American	0	0	1	0	1	0	1%	0%
Hispanic / Latino	2	6	38	0	22	1	34%	30%
Native American	0	0	1	0	0	0	1%	0%
Vietnamese	0	0	1	0	0	0	1%	1%
Other	0	1	2	0	2	0	2%	3%
Decline	1	1	8	0	4	0	7%	0%
% of Officers receiving complaints	3%	9%	55%	1%	31%	1%		
% of Officers in San Jose Police Department	5%	8%	58%	2%	26%	1%		